

## UUSS BOARD OF TRUSTEES MEETING

February 28, 2019 7:00 - 8:55 pm

### MINUTES

Board Members Present: Margaret Wilcox, Denis Edgren, Sally White, Victoria Owens, Joseph Turner, Roger Olson, David Harlow, Kathy Bernard, Carl Crain

Staff Present: Rev. Dr. Roger Jones, Rev. Lucy on Sabbatical until spring 2019.

Guest: Bobbie Keill, Stewardship Committee Chair

1. Meeting called to order at 7:00pm by President Margaret Wilcox. Madam President introduced Bobbie Keill
2. Chalice Lighting and Centering - David Harlow
3. Consent Agenda -
  - a. January minutes approved without comment
4. Treasurer's report: Victoria Owens presented the report
  - a. *January Income:* Actual \$64,511 Budgeted \$57,979 January income was \$2,544 below projections. Pledge Income was \$5,908 below budget. Plate Offerings and Other Contributions combined were over budget by \$255. Property Use income was \$2,161 below budget. Program revenue in total was \$3,228 above budget, due mainly to revenues for Theatre One.
  - b. *Year to Date Income:* Actual - \$421,933 Budgeted - \$406,977
  - c. *January Expenses:* Actual \$76,366 Budgeted, \$72,162 January expenses were \$4,174 above budget.
  - d. *Year to Date Expenses:* Actual - \$420,438 Budgeted - \$430,349 Expenses were \$9,910 below projections.
  - e. *Net Income:* January was a loss of \$22,222.
    - a. *Net Income for January was \$6,023 below budget.*
    - b. Overall, our year to date net loss is \$7,387, compared to the \$31,182 loss that was budgeted.
  - f. Discussion regarding the details ensued. The details of the report are in the Treasurer's report posted in the drop box.
5. Committee Substantive Issues: Committee Liaisons
  - a. *Program Council:* Joseph Turner -
    - a. Tamara Olson, as reported last month, will be leaving the Council in June. There are two more vacancies coming.
  - b. *APMC:* Roger Olson -
    - a. Review of the personnel handbook is active and will be passed on to the Board for approval.

- b. The Handbook should be ready for March consent agenda
- c. Patio furniture - now have specific furniture identified.
- d. Bathroom mold issues are resolved
- e. Lighting in the Main Hall - have a supply of new tubes.
- f. Event Planner has had no contact and the committee is looking for an alternative. The Event Planner from a recent event is requesting use of the kitchen.
- g. All rooms are now wired for sensors/alarms
- c. *Safety Task Force*: Roger Olson - Main group is formed and several sub groups are being formed. They are working on issues relating to access to campus. An additional focus is on medical issues. Emergency response, conflict resolution are two other focuses of the group. The purpose and mission statement is attached. Members of the task force at present are:  
 Denis Edgren, Leah Greenbaum, Margo Morrin, Miranda Massa, Doug McDougal, Nora O'Neill, Joseph Turner, Susan Zierenberg, Sangye Hawke, and Roger Olson.  
 Motion made by Denis Edgren to approve the Purpose and Mission as edited.  
 Seconded by Joseph Turner  
 Approved
- d. *Nominating Committee*: Carl Crain - Reported that there is no candidate for President at this time.

6. Minister Reports:

- a. Dr. Rev. Roger Jones: See report in the drop box.
  - i. Build for Community - plans may be forthcoming. Nothing right now.

7. Board Business:

- a. Staff Salary Recommendations - Discussion included staff salaries and the fact that they are now at the median for congregations of our size, based on UUA guidelines. We want to make certain we keep salaries at or above the median to incent employees to remain.
- b. UUSS Budget Discussion 2019-20 - revenue projections are about 5.6% above last year. Details of the proposed budget are in the dropbox. Final draft of the budget will be available for the Congregational meeting.
- c. UUSS Safety Task Force Discussion - See above in Committee Substantive Issues
- d. Auction Recap - Revenues from the auction were lower than anticipated and the budget remains the same for 2020 as 2019.
- e. Strategic Action Plan Update - Now meeting with those identified as responsible for the action plan.
- f. Reminder of Dates: Delegates to General Assembly in Spokane: 6/19-23. Have 8. As of this writing, Joseph and Sarah Turner, Margaret Wilcox, Kathy Hackett.

8. Next Meetings:

- a. Executive Committee: 3/11/19
- b. Board Meeting: 3/28/19
- c. Congregational Meeting: May 19, 2019
- d. Next Chalice Lighting: Carl Crain

9. Closing: David Harlow

10. Adjournment - Motion to adjourn made by Roger Olson  
Seconded by Carl Crain

No objections, Margaret adjourned the meeting at 8:55 p.m.

Respectfully submitted,  
Sally White, Secretary